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Publications

ONTARIO COUNCIL ON UNIVERSITY AFFAIRS

OPEN MEETING WITH THE ONTARIO

CONFEDERATION OF UNIVERSITY FACULTY ASSOCIATIONS

MAY 10, 1975

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ONTARIO COUNCIL ON UNIVERSITY AFFAIRS

MINUTES

MEETING

OPEN MEETING WITH THE ONTARIO CONFEDERATION OF  
UNIVERSITY FACULTY ASSOCIATIONS

5-0133

LOCATION

Queen's Park, Toronto

DATE AND TIME

May 10, 1975  
1:30 p.m.

5-0134

ATTENDANCE

OCUA MEMBERS

J. S. Dupré

W. E. Bagnall

L. Good

M. A. B. Bush

W. A. Goyan

J. J. Deutsch

A. L. McCallion

A. D'Iorio

R. P. Riggin

P. D. Fleck

H. H. Walker

J. D. Fisher

J. R. Yarnell

OCUA STAFF

J. P. Venton  
Executive Secretary

N. E. Simmons  
Associate Secretary

MCU (Observers)

B. A. Wilson  
Assistant Deputy Minister

J. C. Yen  
University Relations  
Co-ordinator

COU (Observer)

G. G. Clarke  
Secretary



OCUFA DELEGATION

N. Bowen

D. Gauthier

C. Langford

G. Rans

C. Kent

G. Bennett

G. King

M. Frumhartz

B. Chambers

D. Barber



FACULTY SALARIES

In her opening remarks Professor Bowen pointed out that the main factors leading to OCUFA's salary policy recommendations were:

- i. the decline in the relationship between university salary increases and the consumer price index
- ii. skewed faculty age distributions resulting in additional costs to universities for maintenance of normal patterns of career advancement
- iii. differentials between university faculty salaries and remuneration for comparable positions elsewhere (notably in the public service)

In the discussion which followed OCUFA pointed out that its recommendation concerning a 3.5% salary component for career development would require, for implementation, detailed data on staff flow and salary levels on each campus - information not currently available.

Council noted that the data provided in the brief concerning comparable salaries omitted comparisons with CAAT masters and secondary school teachers. The delegation explained that the categories which had been selected for analysis were those to which significant numbers of university personnel had transferred, and that additional comparisons would be developed. No information was currently available on comparative salaries in the private sector as specific data for competitive positions was difficult to obtain.

It was noted that the OCUFA Council had recently approved the three recommendations of the OCUFA/Presidents Working Group related to two-tier faculty salary negotiations. OCUFA recognized that faculty salary negotiations and complement levels must go hand in hand, and had deliberated the effects of two-tier negotiating on university autonomy and fiscal responsibility. The Confederation concluded that these must be jeopardized in order to maintain long



term university stability. As well it was pointed out that currently only minor differentials in salary increases occur among universities and, therefore, province-wide negotiation would result in the same pattern. Governing boards were considered unable to achieve the salary objectives and complements which faculty saw as desirable and OCUFA felt that a strong need existed for an avenue to arbitration which would achieve resolution of negotiations. As well faculty saw this mechanism as a means to achieve long term planning and security. On a point of clarification it was noted that OCUFA had not received a mandate from its member associations to develop a collective bargaining mechanism in which compulsory arbitration would be the solution to lack of agreement, but rather had been asked to explore this alternative and report back. As well, the principle of collective bargaining had not been approved by OCUFA.

5-0136

#### PENSION FUNDING

OCUFA's recommendation that the Government "make available special funds to be applied specifically to cover the triennial actuarial valuations of university pension plans" was explained as meaning that Government would fund deficits incurred by universities in this regard. OCUFA understood that the Government, under such a scheme, would desire a role in determining the type of pension plans offered to university employees.

5-0137

#### ACCESSIBILITY AND TUITION FEES

The delegation expressed alarm that the current degree of accessibility to Ontario universities was not known, and concern that COPSE recommendations in this regard had not been implemented. OCUFA proposed a more generous programme of support for students from disadvantaged socio-economic backgrounds and a differential fee structure related both to programme costs and to future earnings. No suggestions were put forward concerning a more realistic proportion of programme cost to be borne by students but the delegation stressed that increases in



fees must be matched by increases in student financial assistance in order to avoid negative effects on accessibility.

The delegation did not feel that governing boards of universities were able to exercise their prerogative to set fees and that the Government should be seen to take over this role. OCUFA suggested that fee structure changes be introduced gradually.

5-0138

STATUS OF WOMEN

The following supplementary recommendation was presented at the meeting:

OCUFA asks OCUA to request the universities to provide to OCUA the results of appropriate matched pair studies of the remuneration, fringe benefits and career progress, of women academics compared to men academics, in each Ontario university prior to the spring 1976 meetings of OCUA.

It was explained that under this recommendation OCUA would be asked to collect, examine, and, if discrepancies were found, so advise the Minister after having reviewed these with the universities during the spring 1976 Hearings. The nature of OCUA's advice in the event that discrepancies were found would be to ask the Government to direct that inequities be resolved. OCUFA cautioned that the provision of earmarked funds to redress inequities would in effect reward those universities which had allowed inequitable salary practises. The delegation explained that it had chosen OCUA to head this project in order to motivate universities to undertake this rather involved task. It was urged that OCUA's request to universities in this regard be forwarded as soon as possible and include provision for an interim report on individual university parameters to ensure comparability of ultimate findings.

*N. E. Simmons*  
N. E. Simmons  
Associate Secretary

*J. S. Dupré*  
J. S. Dupré  
Chairman

